



**CITY OF SCOTTSDALE  
HUMAN RELATIONS COMMISSION  
REGULAR MEETING**

**APPROVED MINUTES 01-10-22**

Monday, December 13, 2021

Scottsdale Community Design Studio  
7506 E. Indian School Road Scottsdale, AZ 85251

**PRESENT:** Janice Shimokubo, Chair  
Vice-Chair Emily Hinchman  
Marty Day (arrived at 6:30 p.m.)  
James Eaneman  
Hannellie Mendoza  
Stuart Rhoden  
Lawdan Shojaee (arrived at 5:15 p.m.)

**STAFF:** Kelly Corsette  
Brent Stockwell  
Christy Hill

**Call to Order/Roll Call**

Chair Shimokubo called the meeting to order at 5:00 p.m.

**Public Comment**

There were no public comments submitted.

**1. Approval of minutes from the November 8, 2021 Meeting**

COMMISSIONER EANEMAN MOVED TO APPROVE THE NOVEMBER 8, 2021 HUMAN RELATIONS COMMISSION MEETING MINUTES. COMMISSIONER RHODEN SECONDED THE MOTION, WHICH CARRIED FIVE (5) TO ZERO (0). COMMISSIONERS DAY AND SHOJAEI WERE NOT PRESENT. CHAIR SHIMOKUBO, VICE-CHAIR HINCHMAN,

COMMISSIONERS EANEMAN, MENDOZA, AND RHODEN VOTED IN THE AFFIRMATIVE. COMMISSIONERS DAY AND SHOJAEI WERE NOT PRESENT. THERE WERE NO DISSENTING VOTES.

**2. Presentation, Discussion and Possible Recommendations regarding the Commission's Strategic Plan and 2021 Activities and Updates**

- a. Town Hall Sessions – Updates/recommendations on Future Town Hall Sessions.

Commissioner Rhoden said that final plans for a date, location, and moderator are in the works. More information should be available by the end of the week.

- b. Scottsdale For All – Updates/recommendations for Future Plans.

Mr. Corsette said that staff is working on an SFA communications plan.

- c. Enhanced Commissioner Involvement – Updates on Upcoming Opportunities.

Vice-Chair Hinchman reiterated the importance of Commissioners attending events and submitting op ed articles.

- d. Identify Important Diversity Issues – Updates/recommendations on Focus Group Plans

There were no updates.

- e. City Relationships – Updates on Diversity-Related Meetings Involving City Departments

Mr. Corsette reported that Scottsdale Arts, the Tourism and Events, Diversity and Inclusion, Communications, and Communications offices are working to support a substantial Juneteenth event. Organizers are planning various indoor components to include entertainment, education and awareness activities that will extend throughout the month.

Chair Shimokubo said that she is working with Kira Peters to schedule a meeting with the Library and Parks and Recreation department sometime after the first of the year.

Vice-Chair Hinchman said that in response to a group that has been disrupting board meetings and harassing students for joining various clubs they find controversial, SUSD Superintendent Dr. Scott Menzel has issued a statement saying that a key value of SUSD is inclusion and that the school district creates an equitable environment where everyone is respected, treated with dignity, and has a sense of belonging. He stated that kids should not be a target of "adults in our community that need to pick a fight with somebody." Vice-Chair Hinchman suggested that the Chair be directed to write a letter of support for the Scottsdale Unified School District's position.

Chair Shimokubo will draft a letter to be sent to the Mayor and Council on behalf of the Commission and will provide an update during the January Commission meeting.

### **3. Updates, Discussion and possible Recommendations regarding Recent and Upcoming Diversity and Inclusion-Related Activities and incidents Impacting the City of Scottsdale**

#### **a. Updates on Hiring Scottsdale's Diversity Program Director**

Mr. Corsette announced that as of today a candidate has accepted the position of Scottsdale's Diversity Program Director with a start date of January 18, 2022. Once internal announcements have been made, Mr. Corsette will provide additional information to Commissioners.

### **4. Discussion of the City's Office of Diversity Budget**

Mr. Corsette presented information on the Office of Diversity's fiscal year budget that relates to the Commission. The budget includes the Diversity Program Director position, Commission support, civic events/memberships, public facing activities, the Diversity Advisory Committee, and other related items, including advertising, printing, and clothing.

Commissioners expressed an interest in receiving quarterly budget updates.

### **5. Overview of Chair and Vice Chair Nomination Process for January 2022 Election**

Mr. Corsette noted that the bylaws require that the staff liaison accept nominations for Chair and Vice Chair prior to the first meeting in January. He asked that Commissioners submit nominations and he will confirm with individuals that they are willing to accept the nomination prior to the vote, which will be agendaized as part of the January 2022 meeting.

### **6. Identification of Future Agenda Items**

Mr. Corsette said that the MLK event is scheduled for January 12, 2022.

Upcoming meetings will include:

- Annual report
- Officer Elections
- SUSD superintendent presentation

The next meeting is scheduled for January 10, 2022.

**RECESS TAKEN FROM 5:30 p.m. to 5:35 p.m.**

### **7. Staff-facilitated Discussion and Possible Action regarding Creation of the 2022 Human Relations Commission Strategic Initiatives**

Chair Shimokubo reviewed the history behind the Commission's strategic initiatives, dating back to 2017 and highlighted the accomplishments that the Human Relations Commission made in each priority area in 2021. 2021 accomplishments include passing of an anti-discrimination ordinance, increased Commissioner involvement, improved relationships with City departments, marketing and social media, town halls, continued initiatives. She noted that 2022 will be the fifth year in the plan. She anticipates that in November of 2022 the Human Relations

Commission will undertake an extensive strategic planning process to create a plan that will guide the next three to five years.

Christy Hill reviewed the 2021 strategic plan and facilitated a discussion about the 2022 strategic plan. She reviewed steps that would be taken as part of the evenings discussion and narrowing down the list of priorities.

Commissioners reviewed the Strategic Plan and discussed areas they would like to maintain, strengthen, and eliminate. They narrowed the list down to priorities to focus on in 2022 based on the mission statements, including encouraging mutual respect and understanding among people, discouraging prejudice and discrimination, and working towards cultural awareness and unity.

Priorities for the 2022 Human Relations Commission Strategic Plan are as follows:

- Scottsdale for All
- Enhanced HRC Involvement in Events and Campaigns
- Identify Critical Diversity Issues
- Research
- Community Town Halls
- Enhanced Marketing & Social Media
- Develop Stronger Ties with Diversity Partners

Chair Shimokubo asked that Commissioners consider which areas they would like to work on. Mr. Stockwell warned against inadvertently creating a subcommittee of the body, which would violate open meeting laws. He said that best practice would be to assign one person as the primary for each area. That person would have the ability to talk to other Commissioners and partners as long as a quorum of Commissioners is not consulted outside of the regular commission meetings.

## **8. Adjournment**

COMMISSIONER EANEMAN MOVED TO ADJOURN THE MEETING. NO SECOND WAS MADE. CHAIR SHIMOKUBO, VICE-CHAIR HINCHMAN, COMMISSIONERS DAY, EANEMAN, MENDOZA, RHODEN, AND SHOJAE VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING.

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 7:26 p.m.

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